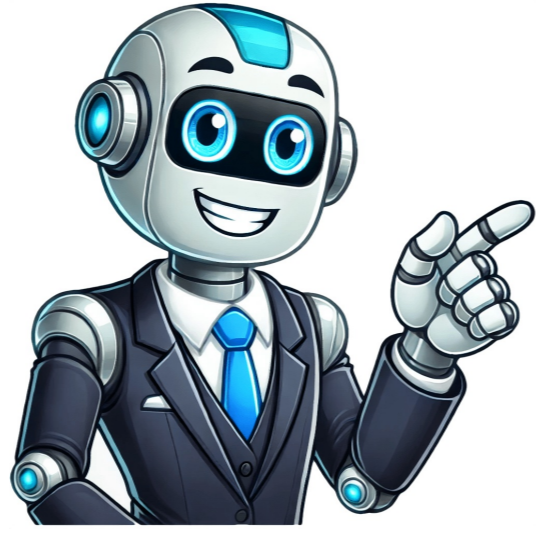


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## Shrm practice questions

© 2024 SHRM Practice Exam Prep. All rights reserved. SHRM-CP PRACTICE QUESTIONS “I have had 14 years of HR experience in the military, holding many roles ranging from HR generalist to specialist in recruiting. To support my eventual transition out of service, I decided to earn my SHRM-CP certification that would demonstrate my foundational knowledge.” Patrick Burnish, SHRM-CP Other online SHRM CP resources can help you as well, including the ones that our experts have gathered into the list below.What is the SHRM Exam?The SHRM exam is for people who are in or want to be in the Human Resource field and move on to management. You do not have to already hold an HR job to be able to take it. However, having experience in the HR field will only help you on the SHRM exam.This exam is a good way to move up in HR and begin earning more. HR management is a higher-level job that will likely increase your income. Plus, it proves to your bosses that you are committed to the company and improving their HR efforts.What Types of Questions are on the SHRM Exam?There are two main types of SHRM test questions. You will see multiple-choice questions that are either knowledge-based questions or situation-based questions. Therefore having experience in HR can help you pass the SHRM certification test.Knowledge-Based QuestionsThe first thing you need to know about the knowledge-based section is that there are two categories that the topics fit into. In the first category, you will see questions about HR-specific knowledge items (KIs). There are 14 HR-related knowledge items:Administrative ResponsibilitiesCareer PlanningCompensation and BenefitsComplianceEmployee EngagementHealth and SafetyHuman Resource PlanningIndustrial RelationsInformation SharingLearning and DevelopmentPerformance ManagementPersonal Well-BeingPolicy FormulationRecruitmentRewards and RecognitionsSo, in the first category of the knowledge-based questions, you will see any manner of questions related to these topics. The second category is fundamental knowledge items (FKIs), and there are 8 behavioral competencies this section will cover:Business AcumenCommunicationConsultationCritical EvaluationEthical PracticeGlobal and Cultural EffectivenessLeadership and NavigationRelationship ManagementIf you aren’t sure about any of these topics listed above, you should hold off on taking the SHRM exam as these are the main subject areas covered in a large portion of the questions.Situation-Based QuestionsThe second type of question that you will see on the exam is situational-judgment items (SJIs). These questions may seem more difficult than the knowledge-based ones since they are based on your judgment and decision-making rather than memoizable information.How this section works is that you are given a work-related situation (for example, two co-workers have a disagreement outside of work that starts to impact their relationship inside of the workplace), and you have to decide how to best handle the situation from answers provided for you.Another quirk of this section that may make it more difficult than the knowledge-based section is that you will only receive credit for choosing the best possible way to resolve the situation. There may be more than one “correct” answer, but you are required to choose the best.Field-Test QuestionsOn every SHRM exam, there are 24 field-related questions that will not count against the score of the test taker. These questions only exist to allow the test makers to know how effective the questions are and if some need to be cycled out in the next exam period.However, these questions are mixed in with the other two sections, so you will not know which questions are field-test questions while taking the exam. It is important that you answer each question to the best of your abilities to do well on this exam.How Many Questions are on the SHRM-CP Exam?There are 134 questions on the SHRM-CP exam including the 24 field-test questions. So, you will only be scored on around 110 of the questions. Approximately 50% of the exam will be knowledge-based questions and about 50% are situational-based questions. This means around 55 of the questions you encounter on the exam will be knowledge-based questions while 55 of them will be situational-based.You are given four hours to complete all 134 questions, so you have almost one and a half minutes to answer every question on the exam. That gives you plenty of time to think about your answer and read scenarios before choosing the correct one.Is the SHRM Test Hard?Just like any test the SHRM test can be difficult. Since 50% of the exam isn’t based on knowledge that you can study for, some might argue that it is quite difficult. However, with proper preparation, you should be able to pass with ease.What is the Pass Rate for the SHRM-CP Exam?As stated above, the SHRM-CP test can be difficult because of the situation-based questions. With a pass rate between 67-70% (source), you may think that you don’t need to study. We recommend it, as many of the test-takers who pass have studied at least a little before the exam.How Do I Practice for the SHRM Exam?The best way to practice for the SHRM exam is to take a SHRM practice test. It exposes you to the questions on the exam to make you a faster test taker and allows you to see various SHRM test questions you will need to know.You can also find online study guides that will show you what the most relevant information that you need to study. You may find flashcards online that also help you review topics that you may not have studied in a while. We have listed a few of our favorite flashcards above.To practice for the SHRM exam, the best thing you can do is to find information. Whether that is in study guides, prep courses, practice tests, or flashcards, find a way to study and prepare for this exam.SHRM-CP Practice FAQs SHRM Members enjoy unlimited access to articles and exclusive member resources. Join / Renew Today Get unlimited access to articles and member-exclusive resources. You’ve reached the limit of 1 free article this month. Join to access unlimited articles and member-only resources. Join/Renew This content is for the SHRM Executive Network and Executive Content Subscription members only. You’ve reached the limit of 1 free article this month. Join the Executive Network and enjoy unlimited content. Learn about Executive Network Membership This content is for the SHRM Executive Network and Executive Content Subscription members only. You’ve reached the limit of 1 free article this month. Join and enjoy unlimited access to SHRM Executive Network Content. Learn about Executive Network Membership Please enjoy this free resource! Join SHRM for unlimited access to exclusive articles and tools. Join / Renew If you need help studying for the SHRM-CP exam or just want some more information about what the test is like, you’ve come to the right place.Click below to take a free SHRM-CP practice test!SHRM-CP Online CourseSHRM-CP Study GuideSHRM-CP FlashcardsWhat’s on the Exam? First, let’s talk about the questions on the exam. There are 134 multiple-choice questions total, but only 110 of the questions will count toward your score. Why is that? Unsourced Questions The 24 unsourced questions on the SHRM-CP exam are called “field-test” questions. These are added to the exam to determine if they’re good enough questions to add to future versions of the test.The trick is that you won’t have any way of knowing which questions are scored and which ones are field-test questions. They will appear just like the scored questions throughout the test.There are two different types of multiple-choice questions to look out for: knowledge and situational judgment. Knowledge There are two types of knowledge-based questions: HR-specific and foundational. The HR-specific questions are related to topics found in 14 HR functional areas, while the foundational questions involve concepts from 9 behavioral competencies.Situational Judgment Situational judgment questions are designed to assess your decision-making abilities. You’ll be given a work-related scenario and asked to select the most effective strategy from several options to resolve any conflicts and address the issues presented.SHRM-CP OutlineThe questions are grouped into two types of competencies: behavioral and technical.Let’s take a closer look at how the questions are categorized. Leadership Cluster Competency 1: Leadership and Navigation Competency 2: Ethical Practice Competency 3: Diversity, Equity, and InclusionInterpersonal Cluster Competency 1: Relationship Management Competency 2: Communication Competency 3: Global MindsetBusiness Cluster Competency 1: Business Acumen Competency 2: Consultation Competency 3: Analytical Aptitude Domain 1: People Knowledge Functional Area 1: HR Strategy Functional Area 2: Talent Acquisition Functional Area 3: Employee Engagement and Retention Functional Area 4: Learning and Development Functional Area 5: Total RewardsDomain 2: Organizational Knowledge Functional Area 1: Structure of the HR Function Functional Area 2: Organizational Effectiveness and Development Functional Area 3: Workforce Management Functional Area 4: Employee and Labor Relations Functional Area 5: Technology ManagementDomain 3: Workplace Knowledge Functional Area 1: Managing a Global Workforce Functional Area 2: Risk Management Functional Area 3: Corporate Social Responsibility Functional Area 4: US Employment Law and RegulationsHow to RegisterTo get started, you’ll need to submit an application on SHRM’s website.When you submit the application, you’ll also need to submit the testing fee, which is \$475. If you’re an SHRM member, you will only have to pay \$375.SHRM-CP ScoresThe SHRM-CP test is scored using a scaled scoring method. Here’s how it works:For every question you answer correctly, you get one point added to your raw score. At the end of the test, your final raw score will be converted to a scaled score. This scaled score will range somewhere between 120 and 200.You need a score of 200 to pass the test.The reason your raw score is converted to a scaled score is because everyone who takes the SHRM-CP test is given a slightly different set of questions. Since everyone has a different arrangement of questions, and because some questions are harder than others, converting your raw score to a scaled score ensures a more even playing field.Retaking the ExamIf you didn’t get a passing score on your first try, that’s okay! You can retake the test during the next available testing window.Keep in mind that you will have to pay the full testing fee every time you retake the test.Online SHRM-CP Prep CourseIf you want to be fully prepared, Mometrix offers an online SHRM-CP prep course. The course is designed to provide you with any and every resource you might want while studying. The SHRM-CP course includes:Review Lessons Covering Every Topic1,200+ SHRM CP Practice QuestionsMore than 550 Digital FlashcardsMoney-back GuaranteeFree Mobile Accessand More!The SHRM-CP prep course is designed to help any learner get everything they need to prepare for their SHRM-CP exam. Click below to check it out! FAQs QWhat does SHRM-CP stand for? ASHRM-CP stands for Society for Human Resource Management - Certified Professional. QHow long is the SHRM-CP exam? AThe test is timed at 3 hours and 40 minutes. QHow many questions are on the SHRM-CP exam? AThe exam contains 134 multiple-choice questions. QWhat is the passing score for the SHRM-CP exam? AThe minimum score you need to pass is 200. SHRM Members enjoy unlimited access to articles and exclusive member resources. Join / Renew Today Get unlimited access to articles and member-exclusive resources. You’ve reached the limit of 1 free article this month. Join to access unlimited articles and member-only resources. Join/Renew This content is for the SHRM Executive Network and Executive Content Subscription members only. You’ve reached the limit of 1 free article this month. Join the Executive Network and enjoy unlimited content. Learn about Executive Network Membership This content is for the SHRM Executive Network and Executive Content Subscription members only. You’ve reached the limit of 1 free article this month. Join and enjoy unlimited access to SHRM Executive Network Content. Learn about Executive Network Membership Please enjoy this free resource! Join SHRM for unlimited access to exclusive articles and tools. Join / Renew These SHRM-CP and SHRM-SCP practice items are real exam questions that appeared on exams in previous years and are now retired. They will give you experience answering the types of questions that are found on the SHRM certification exams. Start with the SHRM certification level that most closely aligns with your current role. For HR professionals who engage primarily in an operational role such as implementing policies, serving as the HR point of contact for staff and stakeholders, or performing day-to-day HR functions. SHRM-CP PRACTICE QUESTIONS For senior-level HR professionals who operate primarily in a strategic role such as developing policies and strategies, overseeing the execution of completely integrated HR operations, analyzing performance metrics, or leading the alignment of HR strategies to organizational goals. SHRM-SCP PRACTICE QUESTIONS “I am always seeking opportunities to increase my HR knowledge, and I knew that becoming SHRM-certified would help me learn hiring best practices. A week after I passed the SHRM-CP exam, I was interviewed for a position and got it! I could not have received this position without this certification.” Jose E. Lopez, SHRM-CP You have to pass the SHRM-CP exam to receive the certification from SHRM. To increase the effectiveness of your study and make you familiar with the actual exam pattern, we have prepared this sample questions. Our Sample SHRM Certified Professional Practice Exam will give you more insight about both the type and the difficulty level of the questions on the SHRM-CP exam. However, we are strongly recommending practice with our Premium SHRM Certified Professional (SHRM-CP) Practice Exam to achieve the best score in your actual SHRM-CP Exam. The premium practice exam questions are more comprehensive, exam oriented, scenario-based and exact match of SHRM Certified Professional exam questions. SHRM Certified Professional Sample Questions: 01. Which selection tool should be used to fill a vacancy that requires managing multiple priorities and working under pressure? a) Cognitive ability test b) Background check c) Behavioral assessment d) Academic transcript 02. Which action best fosters high ethical standards in an organization? a) Establishing an anonymous reporting hotline b) Adopting a corporate social responsibility policy c) Distributing the employee handbook annually d) Providing manager training on codes of conduct 03. When developing an emergency disaster plan, which activity occurs during a vulnerability analysis? a) Identifying key products, services, and operations and evaluating their reinforcements b) Determining the likelihood of potential hazards and their effects on the business c) Assessing available internal and external resources and establishing emergency contacts d) Working with an insurance carrier to analyze exclusions and areas of exposure 04. A VP of talent development requests a two-day communication skills training for the team. The VP and the trainer meet for a planning session. The VP explains the department is working on several key projects and it needs to improve its effective communication to be successful. During the training session, the trainer observes an apparent lack of trust and openness among team members, which causes some team members to withdraw from the training activities. The VP receives feedback from managers that indicates the session did not go well, so the VP requests a meeting with the trainer. After the training session is complete, which step should the trainer take? a) Review the training evaluations for the session. b) Debrief the VP on observations during training. c) Meet with the team's supervisor to disclose findings. d) Calculate the return on investment for the session. 05. A VP of talent development requests a two-day communication skills training for the team. The VP and the trainer meet for a planning session. The VP explains the department is working on several key projects and it needs to improve its effective communication to be successful. During the training session, the trainer observes an apparent lack of trust and openness among team members, which causes some team members to withdraw from the training activities. The VP receives feedback from managers that indicates the session did not go well, so the VP requests a meeting with the trainer. Which action should the trainer take to improve group dynamics? a) Conduct a team performance appraisal. b) Provide coaching to high-performing team members. c) Assess levels of trust among team members. d) Schedule an offsite team-building activity. 06. Several raters evaluate job descriptions and arrange them according to their value to the company. Which job evaluation method are the raters using? a) Classification b) Ranking c) Point factor d) Market-pricing 07. Which strategy best facilitates internal transfers and maximizes flexibility when assigning pay levels? a) Adjusting pay based on comparable worth of jobs b) Minimizing overlap between pay grades c) Implementing a broadband pay system d) Adopting a seniority-based pay system 08. Three product leads from the research and development division of a software company meet with an HR manager to discuss the performance problems of a project manager. Each product lead reports encountering similar issues with the project manager. The biggest problem is the project manager consistently promises products will be completed by a specific date and fails to deliver. During the discussion, the three product leads complain about losing customers as a result of the project manager's behaviors. Six months after the initial consultation with the HR manager, the division director asks for an update on the project manager's progress. Which is the best way for the HR manager to show this data? a) Prepare a detailed performance summary for each project over the past six months. b) Schedule a meeting so the product leads can share data about customer retention with the division director. c) Focus on the project manager's progress toward time and budget metrics over the last six months. d) Submit a report with detailed notes from the project manager's performance meetings. 09. Which activity best exemplifies job enrichment? a) An IT employee researches how to resolve a software problem. b) A marketing employee spends extra time developing new branding ideas. c) A billing department employee is given the added responsibility of calculating payroll. d) A sales employee is selected by a supervisor to mentor junior employees. 10. Three product leads from the research and development division of a software company meet with an HR manager to discuss the performance problems of a project manager. Each product lead reports encountering similar issues with the project manager. The biggest problem is the project manager consistently promises products will be completed by a specific date and fails to deliver. During the discussion, the three product leads complain about losing customers as a result of the project manager's behaviors. The project manager says managing multiple large projects is too difficult. Which strategy should the HR manager use to best address this issue? a) Hire a project coordinator to handle administrative project tasks. b) Help the project manager break large tasks into smaller, more manageable pieces. c) Assign the project manager with a mentor to provide advice and assistance. d) Ask the project manager's supervisor to temporarily delegate projects to other employees. Question: 01 Answer: c Question: 02 Answer: d Question: 03 Answer: b Question: 04 Answer: a Question: 05 Answer: c Question: 06 Answer: b Question: 07 Answer: c Question: 08 Answer: a Question: 09 Answer: d Question: 10 Answer: b If you find any errors or typos in SHRM Certified Professional (SHRM-CP) sample question-answers, please report them to us on feedback@processexam.com SHRM-SCP PRACTICE QUESTIONS “I’m glad that I was able to take the SHRM-SCP exam using remote proctoring. My overall experience was amazing! The proctors were courteous and informative, and I was able to test in the comfort of my own home. If you are looking to take your career to the next level, I highly recommend getting SHRM-certified!” Stevie Jordan, SHRM-SCP